



City of Duluth  
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Duluth, Minnesota 55802

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Duluth Joint Powers Enterprise Trust  
Board of Trustees Minutes Meeting  
Wednesday, October 9, 2019

**Board Members Present:** Jill Keppers, Noah Schuchman, Chelly Townsend

Others Present: Wayne Parson, Erik Roadfeldt, Wendy Wohlwend, Dawn Anderson, Keely Downs, Joelle Bodin, Patty Gascoigne, Angel Hohenstein, Earl Stewart, Pete Johnson, Mike Ceynowa, Theresa Severance, Diane Schlossin

Chair Noah Schuchman called the meeting to order at 9:30 a.m.

**Approval of Minutes:** The July 10, 2019 minutes were approved. Motion by Jill Keppers, second by Chelly Townsend. Approved.

**Treasurer's Report:**

Wayne Parson reviewed the financial statements through September 30, 2019. The Income Statement for Healthcare showed a reserve balance of \$5,429,368.20. Dental showed a reserve of \$227,379.00.

**Renewal of City Services Agreement:**

2019 Professional Services Agreement - \$371,315.00 2020 – 2022 Proposed Extension with 2 ½ % annual cost adjustment 3 year extension – Motion to approve city services agreement by Jill Keppers, seconded by Chelly Townsend. Approved.

**New Business:**

Medical and Dental Renewal by Patty Gascoigne, Hays Companies

- a. Retiree National Choice and Freedom Cost Plan has been renewed for Jan 1, 2020 with a 3.6 % increase. Premiums for 2020 - \$285.90/month
- b. Two year contract with HealthPartners effective 1/1/19 includes no change to admin fees, no change to Aggregate Stop Loss rates, Specific Stop Loss level will remain at \$500,000 and Aggregate Stop Loss level will remain at 120%. Stop Loss covers medical and RX claims.
- c. 2020 – projected to have more high claims and more claim activity
- d. Hays Companies recommends a 10.4% increase on health care premiums – Option to increase 10% or move up to 11%
- e. Reviewed Dental plan – suggested an increase as costs increase – six years since last increase
- f. Question to Wayne regarding the balance of reserves and what he recommends as a minimum amount – no less than 3 million – Current reserve is 4.5 million
- g. Motion to approve the Health care premium rates at a 10% increase rounding to the nearest dollar by Noah Schuchman, seconded by Jill Keppers. Approved.
- h. Motion to approve the recommendations of increase to Delta Dental rates with lower rates for High Option and \$2.00 increase for Low Option by Jill Keppers, seconded by Chelly Townsend. Approved.

**Wellness:**

- a. Wellness Incentive Program – Total Employee Payout – 194 \$46,150.00 – will be on 10/18/19 paycheck
  1. New Tracking Card –
    - Preventative – added Mammogram and Colonoscopy
    - Physical – added recreational activity
    - Weight Management – added grow your own vegetable garden
  2. Feedback on 2018 – 2019 incentive program – not all employees understood that the only requirement was to have an annual preventative physical with primary care physician.
  3. Motion to start the wellness incentive program for October 2019- September 2020 was made by Jill Keppers, seconded by Chelly Townsend. Approved.
- b. Mental Health – First Aid Training – Angel facilitate upcoming training
- c. Move or Bust Challenge – Minutes based challenge - against County employees
- d. Maintain – Don't gain Challenge begins Thanksgiving – over holiday season
- e. Health Fair – November 13 at DECC
  1. Flu Shots available – additional flu shot will be held at Comfort Systems, Fire and Police
  2. Presentations
  3. Fitness Assessments
  4. Prize Drawings

**Meeting Schedule:**

- a. Five times per year – January, March, May, July and September
- b. Fourth Wednesday of those scheduled months above
- c. City Hall, HRA, DECC and Airport locations
- d. HRA and Airport employees may be interested in attending upcoming 2020 Labor Management Committee meetings – It was noted that they are welcome to attend and listen to those meetings.

Meeting adjourned at 10:45 a.m.

Next meeting: January 22, 2020 at 11:00 am – City Hall Room 418

Minutes respectfully submitted by,  
Diane Schlossin - Human Resources Assistant  
City of Duluth